

EXHIBIT 1

KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION

DECLARATION OF ARTURO AGUILA

I, Arturo Aguila, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Francisco International Airport as a Fleet Service Agent, and have held that position with US Airways or its corporate predecessors since 1998.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled by US Airways to work 4 days per week and 6 hours per shift including a meal period. Fairly often, I voluntarily shift trade or shift

DECLARATION OF ARTURO AGUILA

1 swap with other Fleet Service Agents. This means that either another Agent works one of the
2 shifts US Airways scheduled me to work or that I work a shift that US Airways scheduled another
3 agent to work. As a result, I may have worked more or less hours in a week than I was originally
4 scheduled to work by US Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. I am generally familiar with the collective
7 bargaining agreement. I am aware that the collective bargaining agreement contains provisions
8 governing shift trades, including restrictions on how far in advance shift trades must be submitted
9 and that hours worked as a result of voluntary shift trades will be paid at my regular rate of pay.

10 6. Managers are not involved in approving shift trades. Rather, shift trades are
11 effected through an electronic system called "Workbrain." Agents log-in to Workbrain using a
12 unique user name and password and either post shifts that they would like to drop or sign-up to
13 take shifts that others have indicated they wish to drop.

14 7. I understand that when I trade shifts with a fellow employee using the Workbrain
15 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
16 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
17 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
18 trade.

19 8. I have never been forced or pressured by US Airways in any way to work a shift
20 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
21 to work more or less shifts than originally scheduled. Trade-shifts are one-hundred-percent
22 voluntary.

23 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
24 me, as a part time employee, to pick up hours so that I can earn more money, as if I was a full-
25 time employee. Trading shifts allows me to spend more time on personal pursuits, such as
26 traveling to see my family abroad, in Mexico. If US Airways stopped allowing employees to
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1 trade shifts, I would have far less flexibility in my schedule and this would make it much more
2 difficult for me to travel to see my family. Without the trade-shift policy, I would probably have
3 to get an additional job to make-up the pay I would lose by being unable to pick-up additional
4 shifts. I do not support a lawsuit that challenges the shift-trade policy.

5 10. In my experience shift-trades are extremely popular among Fleet Service Agents.
6 They are one of the best features of the job. The shift-trade policy is one of the most attractive
7 features of the job. Many agents use trades to balance other employment or to create a flexible
8 schedule for other, personal reasons, such as taking extended vacations or spending more time
9 with family.

10 11. Throughout my employment with US Airways, I have been provided wage
11 statement on a biweekly basis. Weekly, I check the Workbrain worksheet to see if my hours are
12 correctly recorded.

13 12. On each wage statement, I understand the way my pay is calculated. I believe that
14 the information on my wage statements is an accurate reflection of the number of hours I worked.
15 I have not noticed any discrepancies or errors on my wage statements.

16 13. If I noticed any errors on my wage statement, I would discuss these with Natalie
17 Obregon, the Workbrain Timekeeper at San Francisco International Airport.

18 14. On occasion, I have worked overtime hours at US Airways' request, for example,
19 to provide coverage if another Fleet Service Agent is unable to work a shift due to illness. When
20 I worked more than 8 hours a day or 40 hours in a week, all at US Airways' request, I was paid at
21 the rate of time and a half for all such hours worked.

22 15. I have not incurred any work-related expenses during my employment as a Fleet
23 Service Agent at US Airways.

24 16. I have never been forced or pressured in any way by US Airways to use my
25 personal cellular phone for work-related purposes while on the clock. I do not bring my personal
26 cellular phone on the ramp because it is against the rules to use my cellular phone on the ramp
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1 and because there is no reason to use my personal cellular phone on the ramp. There are no
2 occasions where I would need to use my personal cellular phone for work-related purposes while
3 on the clock. I have never used my personal cellular phone for work-related purposes while on
4 the clock.

5 17. It is difficult to exceed the minutes allowed by my personal cellular phone plan,
6 and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

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8 I declare under penalty of perjury under the laws of the State of California that the
9 foregoing is true and correct.

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12 EXECUTED this 28 day of AUGUST 2013 at SAN MATEO County.

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16 ARTURO AGUILA

EXHIBIT 2

KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION

DECLARATION OF ADAM ALEXANDER

I, Adam Alexander, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at Sacramento International Airport as a Lead Fleet Service Agent, and have held that position with US Airways since 2007. I previously worked as a Fleet Service Agent at Sacramento International Airport for US Airways or one of its corporate predecessors since 2004.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Lead Fleet Service Agent, I am responsible for coordinating ground operations gate staff and making daily job assignments among teams of Fleet Service Agents, mentoring and training Fleet Service Agents, moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work full-

DECLARATION OF ADAM ALEXANDER

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1 time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for,
2 and pursuant to this process I am typically scheduled to work 5 days per week and 8 hours per
3 shift by US Airways. Every week, I voluntarily shift trade or shift swap with other Fleet Service
4 Agents. This means that either another Agent works one of the shifts US Airways scheduled me
5 to work or that I work a shift that US Airways scheduled another agent to work. As a result, I
6 may have worked more or less hours in a week than I was originally scheduled to work by US
7 Airways.

8 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
9 agreement between US Airways and my union. I am aware that the collective bargaining
10 agreement contains provisions governing shift trades and am aware of the rule that I will be paid
11 my regular rate of pay for hours worked as a result of shift-trades.

12 6. Shift trades are effected through an electronic system called "Workbrain." Agents
13 log-in to Workbrain using a unique user name and password and either post shifts that they would
14 like to drop or sign-up to take shifts that others have indicated they wish to drop. Managers are
15 generally not involved in approving shift trades, though an individual Fleet Service Agent's shift
16 trade privileges can be suspended by management for disciplinary reasons.

17 7. I understand that when I trade shifts with a fellow employee using the Workbrain
18 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
19 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
20 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
21 trade.

22 8. I have never been forced or pressured by US Airways in any way to work a shift
23 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
24 to work more or less shifts than originally scheduled.

25 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
26 me to spend more time on personal pursuits. I trade shifts in order to travel; for instance, I have
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1 had friends plan a trip to Las Vegas on a weekend and I have been able to trade away my Friday
2 shift in order to join them on that trip. Every week I voluntarily add one additional shift and drop
3 one of my regularly scheduled shifts in order to work four days and have three days in a row off.
4 Shift-trades allow me greater flexibility to make my own schedule, but, overall, I do not work
5 substantially more hours because of shift-trades. If US Airways stopped allowing employees to
6 trade shifts, I would have far less flexibility in my schedule and this would make it much more
7 difficult for me to take three day weekends or vacations at times that are convenient for me. I
8 have relatively low seniority and because vacations are scheduled based on seniority, I am rarely
9 able to take my regular vacations days at convenient times. I would be upset if shift trades were
10 eliminated, and my job as a Fleet Service Agent would be significantly less desirable without the
11 flexibility afforded by shift trades. I do not support a lawsuit that challenges the shift-trade
12 policy.

13 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
14 agents, if not all, use trades to balance other employment or to create a flexible schedule for other,
15 personal reasons, such as going to school, caring for their children, or working another job. A lot
16 of people work here for the flight privileges provided to us by US Airways, and the shift trades
17 allow them to enjoy those privileges by taking extended periods of time off. It would be
18 disruptive to many Fleet Service Agents' lives if US Airways stopped allowing employees to
19 trade shifts.

20 11. Throughout my employment with US Airways, I have been provided a wage
21 statement on a biweekly basis.

22 12. I review my wage statement most pay periods. On each wage statement, I
23 understand the way my pay is calculated. I believe that the information on my wage statements is
24 an accurate reflection of the number of hours I worked. On occasion, I have noticed a
25 discrepancy on my wage statement, for instance when I was not paid for overtime that had not yet
26 been approved and processed. In those cases, I have spoken to Barbara Clark, the Workbrain
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1 Timekeeper at Sacramento International Airport, the discrepancies have been resolved and I have
2 been paid for all time worked.

3 13. If I noticed any errors on my wage statement, I would again discuss these with
4 Barbara Clark. In my experience however, Barbara is very good at following up with Fleet
5 Service Agents when she notices a potential error or authorization issue and she will reach out to
6 the employees to ensure that they are paid correctly for the hours they worked.

7 14. On occasion, I have worked overtime hours at US Airways' request, for example,
8 due to a flight delay or a maintenance issue that extended my scheduled shift. When I worked
9 more than 8 hours a day or 40 hours in a week, all at US Airways' request, I was paid at the rate
10 of time and a half for all such hours worked.

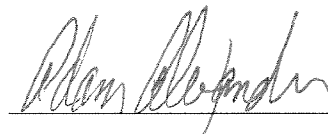
11 15. I have not incurred any work-related expenses during my employment as a Fleet
12 Service Agent at US Airways. If I found myself in a position where I would have to incur a
13 work-related expense, I would not hesitate to raise the issue in advance with management to see
14 whether I would be reimbursed before I incurred the expense.

15 16. I have never been forced or pressured in any way by US Airways to use my
16 personal cellular phone for work-related purposes while on the clock. During training, Patricia
17 Snider, the Station Manager at Sacramento International Airport, has informed us that if we, as
18 Fleet Service Agents, were in an emergency situation and had to use our personal cellular phones
19 for work-related purposes, and incurred charges as a result of such use, we would be reimbursed
20 for those charges by US Airways.

21 17. I have an unlimited cell phone plan and it is difficult, if not impossible, to exceed
22 the minutes allowed by my personal cellular phone plan. I cannot recall an occasion when I have
23 exceeded the minutes allowed under my plan.

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25 I declare under penalty of perjury under the laws of the State of California that the
26 foregoing is true and correct.

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3 EXECUTED this 19 day of September 2013 at Sacramento County.
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ADAM ALEXANDER

EXHIBIT 3

**KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION**

DECLARATION OF DAVID ANDRADE

I, David Andrade, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Francisco International Airport as a Fleet Service Agent, and have held that position with US Airways for approximately six (6) months.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 4 days per week and 5.5 hours per shift by US Airways. Once, I voluntarily shift traded or shift swapped with another

DECLARATION OF DAVID ANDRADE

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1 Fleet Service Agent by dropping one of my regularly scheduled shifts. This means that another
2 Agent worked one of the shifts US Airways scheduled me to work. As a result, I worked less
3 hours in that week than I was originally scheduled to work by US Airways.

4 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
5 agreement between US Airways and my union. Though I am not very familiar with the
6 provisions of the collective bargaining agreement, I am aware of the rule that hours worked as a
7 result of voluntary shift trades will be paid at my regular rate of pay.

8 6. In my experience, managers are not involved in approving shift trades. Rather,
9 shift trades are effected through an electronic system called "Workbrain." Agents log-in to
10 Workbrain using a unique user name and password and either post shifts that they would like to
11 drop or sign-up to take shifts that others have indicated they wish to drop.

12 7. I understand that when I trade shifts with a fellow employee using the Workbrain
13 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
14 or to pick-up a shift US Airways had scheduled another employee to work.

15 8. I have never been forced or pressured by US Airways in any way to work a shift
16 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
17 to work more or less shifts than originally scheduled.

18 9. I like being able to trade shifts with Fleet Service Agents. Shift trades are very
19 important to me. Because I am the most recently hired US Airways Fleet Service Agent at San
20 Francisco International Airport, I have the lowest seniority level among all US Airways Fleet
21 Service Agent at San Francisco International Airport. Because bids for shift schedules are
22 awarded by seniority, the practical effect of my low-level of seniority is that I am awarded the last
23 available and least desirable schedule, and I am always scheduled to work on Saturday and
24 Sunday. Shift trades are the only way that I am able to schedule time off on the weekend outside
25 of vacation. I recently used the shift-trade program to drop one of my regularly scheduled shifts
26 so that I could attend my son's birthday. In the future, I see myself using shift trades in order to

1 attend other special events, like birthday parties and family gatherings. I do not support a lawsuit
2 that challenges the shift-trade policy.

3 10. In my experience shift-trades are very popular among Fleet Service Agents. Fleet
4 Service Agents use the policy frequently. Many agents use trades to create a flexible schedule for
5 personal reasons, such as attending special events with their children.

6 11. Throughout my employment with US Airways, I have been provided a wage
7 statement on a biweekly basis, which I review regularly. I also review my hours as they are
8 recorded on Workbrain before my pay is issued.

9 12. On each wage statement, I understand the way my pay is calculated. I believe that
10 the information on my wage statements is an accurate reflection of the number of hours I worked.
11 I have not noticed any discrepancies or errors on my wage statements.

12 13. If I noticed any errors on my wage statement in the future, I would discuss these
13 with Nathalie Obregon, the Workbrain Timekeeper at San Francisco International Airport.

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15 I declare under penalty of perjury under the laws of the State of California that the
16 foregoing is true and correct.

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19 EXECUTED this 9th day of September, 2013 at San Mateo, County.

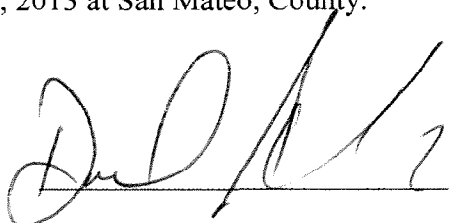
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DAVID ANDRADE

EXHIBIT 4

**KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION**

DECLARATION OF PERCIVAL BANKS

I, Percival Banks, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at Los Angeles International Airport as a Fleet Service Agent, and have held that position with US Airways or one of its corporate predecessors since 2007. I previously worked for US Airways at the Bob Hope Airport in Burbank, California.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 3-5 hours per

DECLARATION OF PERCIVAL BANKS

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1 shift by US Airways. Approximately three times a week, I voluntarily shift trade or shift swap
2 with other Fleet Service Agents. This means that either another Agent works one of the shifts US
3 Airways scheduled me to work or that I work a shift that US Airways scheduled another agent to
4 work. As a result, I may have worked more or less hours in a week than I was originally
5 scheduled to work by US Airways.

6 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
7 agreement between US Airways and my union. I am aware that the collective bargaining
8 agreement contains provisions governing shift trades, including restrictions on how far in advance
9 shift trades must be submitted and that hours worked as a result of voluntary shift trades will be
10 paid at my regular rate of pay.

11 6. In my experience, managers are not involved in approving shift trades. Rather,
12 shift trades are effected through an electronic system called "Workbrain." Agents log-in to
13 Workbrain using a unique user name and password and either post shifts that they would like to
14 drop or sign-up to take shifts that others have indicated they wish to drop.

15 7. I understand that when I trade shifts with a fellow employee using the Workbrain
16 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
17 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
18 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
19 trade.

20 8. I have never been forced or pressured by US Airways in any way to work a shift
21 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
22 to work more or less shifts than originally scheduled.

23 9. I like being able to trade shifts with Fleet Service Agents. Because I'm part-time
24 trading shifts allows me to earn extra income by picking-up additional shifts that otherwise would
25 not have been available to me. Shift-trades also allow me to spend more time on personal
26 pursuits, such as taking advantage of the travel privileges afforded to me by US Airways and
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1 spending time with my family. Shift-trades allow me greater flexibility to make my own
2 schedule. If US Airways stopped allowing employees to trade shifts, I would have far less
3 flexibility in my schedule and this would make it much more difficult for me to travel and to
4 spend time with my family. I do not support a lawsuit that challenges the shift-trade policy.

5 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
6 agents use trades to balance other employment or to create a flexible schedule for other, personal
7 reasons, such as taking extended vacations or spending more time with family.

8 11. Throughout my employment with US Airways, I have been provided a wage
9 statement on a biweekly basis.

10 12. On each wage statement, I understand the way my pay is calculated. I believe that
11 the information on my wage statements is an accurate reflection of the number of hours I worked.
12 I have not noticed any discrepancies or errors on my wage statements. I believe I have been
13 accurately paid for all hours worked.

14 13. If I noticed any errors on my wage statement, I would discuss these with my shift
15 manager or Paul Colbert, the Workbrain Timekeeper at Los Angeles International Airport.

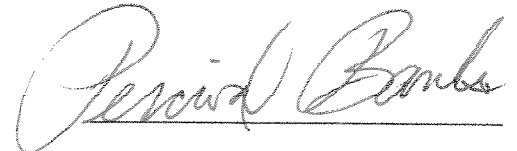
16 14. On occasion, I have worked overtime hours at US Airways' request, for example,
17 due to a flight delay that extended my scheduled shift. When I worked more than 8 hours a day
18 or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all
19 such hours worked.

20 15. I have not incurred any work-related expenses during my employment as a Fleet
21 Service Agent at US Airways.

22 16. I have never been forced or pressured in any way by US Airways to use my
23 personal cellular phone for work-related purposes while on the clock. There are no occasions
24 where I would need to use my personal cellular phone for work-related purposes while on the
25 clock. I have never used my personal cellular phone for work-related purposes while on the
26 clock.

1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

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5 EXECUTED this 10 day of September, 2013 at Los Angeles County.

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9 PERCIVAL BANKS

EXHIBIT 5

**KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION**

DECLARATION OF PATRICK BARNES

I, Patrick Barnes, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at Los Angeles International Airport as a Lead Fleet Service Agent, and have held this position or the position of Fleet Service Agent with US Airways or one of its corporate predecessors since 1988. I previously worked as a Fleet Service Agent for US Airways for some of this time at John Wayne International Airport in Santa Ana, California.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Lead Fleet Service Agent, I am responsible for training and overseeing teams of Fleet Service Agents and for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning luggage carts around the ramp, and driving tugs towing baggage carts. I work full-time and am paid on an

DECLARATION OF PATRICK BARNES

1 hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this
2 process I am typically scheduled to work 5 days per week and 8 hours per shift by US Airways.
3 Occasionally, I voluntarily shift trade or shift swap with other Fleet Service Agents throughout
4 the year and frequently do so during the holiday season. This means that either another Agent
5 works one of the shifts US Airways scheduled me to work or that I work a shift that US Airways
6 scheduled another agent to work. As a result, I may have worked more or less hours in a week
7 than I was originally scheduled to work by US Airways.

8 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
9 agreement between US Airways and my union. I am aware that the collective bargaining
10 agreement contains provisions governing shift trades, including the maximum number of shifts
11 that may be dropped per calendar quarter and that hours worked as a result of voluntary shift
12 trades will be paid at my regular rate of pay.

13 6. Managers generally are not involved in approving shift trades. Rather, shift trades
14 are effected through an electronic system called "Workbrain." Agents log-in to Workbrain using
15 a unique user name and password and either post shifts that they would like to drop or sign-up to
16 take shifts that others have indicated they wish to drop. It is my understanding that, on rare
17 occasions, a manager may approve a shift-trade between a Fleet Service Agent who is not
18 qualified as a Lead who wants to pick-up the regularly scheduled shift of a Lead Fleet Service
19 Agent.

20 7. I understand that when I trade shifts with a fellow employee using the Workbrain
21 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
22 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
23 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
24 trade.

1 8. I have never been forced or pressured by US Airways in any way to work a shift
2 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
3 to work more or less shifts than originally scheduled.

4 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
5 me to spend more time on personal pursuits, such as working as Santa Claus in San Jose,
6 California during the Christmas season, which I do annually. In order to work out of town as
7 Santa Claus, which is job that I greatly enjoy, I use the shift trade policy to drop my regularly
8 scheduled shifts, which effectively allows me to take an extended period of time off. I also use
9 shift trades to schedule days off to attend special events. Shift-trades allow me greater flexibility
10 to make my own schedule, but, overall, I do not work substantially more hours because of shift-
11 trades. If US Airways stopped allowing employees to trade shifts, it would be devastating
12 because I would have far less flexibility in my schedule and this would make it impossible for me
13 to work as Santa Claus and to schedule time off as needed. I do not support a lawsuit that
14 challenges the shift-trade policy.

15 10. In my experience shift-trades are extremely popular among Fleet Service Agents.
16 Many agents use trades to balance other employment or to create a flexible schedule for other,
17 personal reasons, such as spending more time with family. In addition, shift-trades allow Fleet
18 Service Agents to earn extra income by picking-up additional shifts. In my view, many agents
19 would be very upset if US Airways stopped allowing shift trades.

20 11. Throughout my employment with US Airways, I have been provided a wage
21 statement on a biweekly basis, which I regularly review.

22 12. On each wage statement, I understand the way my pay is calculated. I believe that
23 the information on my wage statements is an accurate reflection of the number of hours I worked.
24 I have not noticed any discrepancies or errors on my wage statements.

25 13. If I did notice any errors on my wage statement, I would discuss these with Paul
26 Colbert, the Workbrain Timekeeper at Los Angeles International Airport.

16. I have never been forced or pressured in any way by US Airways to use my personal cellular phone for work-related purposes while on the clock.

18. It is difficult to exceed the minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

EXECUTED this 9 day of September at Los Angeles County.

Patrick A Barnes
PATRICK BARNES

EXHIBIT 6

KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION

DECLARATION OF WALTER BAYER

I, Walter Bayer, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Jose International Airport as a Fleet Service Agent, and have held that position with US Airways since 2007.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek, or more than 8 hours are worked in a workday, as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 4 hours per shift by US Airways. Weekly, I voluntarily shift trade or shift swap with other Fleet

DECLARATION OF WALTER BAYER

1 Service Agents. This means that either another Agent works one of the shifts US Airways
2 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
3 a result, I may have worked more or less hours in a week than I was originally scheduled to work
4 by US Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. Though I am not very familiar with the
7 provisions of the collective bargaining agreement I am aware that hours worked as a result of
8 voluntary shift trades will be paid at my regular rate of pay.

9 6. In my experience, managers are not involved in approving shift trades. Rather,
10 shift trades are effected through an electronic system called "Workbrain." Agents log-in to
11 Workbrain using a unique user name and password and either post shifts that they would like to
12 drop or sign-up to take shifts that others have indicated they wish to drop.

13 7. I understand that when I trade shifts with a fellow employee using the Workbrain
14 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
15 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
16 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
17 trade.

18 8. I have never been forced or pressured by US Airways in any way to work a shift
19 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
20 to work more or less shifts than originally scheduled.

21 9. I like being able to trade shifts with Fleet Service Agents. In fact, the flexibility
22 afforded by shift-trades is a main reason why I choose to work as a US Airways Fleet Service
23 Agent. Trading shifts allows me to drop shifts twice per year in order to take extended vacations,
24 and to pick-up additional hours as needed, in a way that suits my personal schedule. If US
25 Airways stopped allowing employees to trade shifts, I would be very upset as I would have far
26 less flexibility in my schedule and this would make it much more difficult for me to travel and to

1 work additional hours when I wish to. I do not support a lawsuit that challenges the shift-trade
2 policy.

3 10. In my experience shift-trades are extremely popular among Fleet Service Agents.
4 Many agents use trades to balance other employment or to create a flexible schedule for other,
5 personal reasons, such as taking traveling. I believe that many Fleet Service Agents, like myself,
6 chose this job for the flexibility and would thus have a difficult time working in this job if US
7 Airways stopped allowing shift trades. This is particularly true for those balancing other
8 employment.

9 11. Throughout my employment with US Airways, I have been provided a wage
10 statement on a biweekly basis, which I review each pay period.

11 12. On each wage statement, I understand the way my pay is calculated. I believe that
12 the information on my wage statements is an accurate reflection of the number of hours I worked.
13 I have not noticed any discrepancies or errors on my wage statements.

14 13. If I noticed any errors on my wage statement, I would discuss these with Tammy
15 Andersen, the Workbrain Timekeeper at San Jose International Airport.

16 14. On occasion, I have worked overtime hours at US Airways' request, for example,
17 due to a flight delay that extended my scheduled shift. When I worked more than 8 hours a day
18 or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all
19 such hours worked.

20 15. I have not incurred any work-related expenses during my employment as a Fleet
21 Service Agent at US Airways. If I ever did incur such expenses, I would speak with Tammy
22 Andersen to seek reimbursement.

23 16. I have never been forced or pressured in any way by US Airways to use my
24 personal cellular phone for work-related purposes while on the clock and in fact, US Airways
25 strictly prohibits cell-phone use on the ramp. There are no occasions where I would need to use
26

1 my personal cellular phone for work-related purposes while on the clock. I have never used my
2 personal cellular phone for work-related purposes while on the clock.

3
4 I declare under penalty of perjury under the laws of the State of California that the
5 foregoing is true and correct.

6
7
8 **EXECUTED** this 16 day of SEPTEMBER at Santa Clara County.

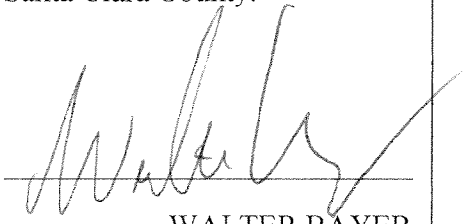
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12 WALTER BAYER

EXHIBIT 7

KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION

DECLARATION OF RONALD BENNETT

I, Ronald Bennett, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Jose International Airport as a Fleet Service Agent, and have held that position with US Airways or its corporate predecessors since 1983. I previously worked at San Francisco International Airport as a Fleet Service Agent for approximately twenty (20) years.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work full-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 8

DECLARATION OF RONALD BENNETT

1 hours per shift by US Airways. Occasionally, I voluntarily shift trade or shift swap with other
2 Fleet Service Agents. This means that either another Agent works one of the shifts US Airways
3 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
4 a result, I may have worked more or less hours in a week than I was originally scheduled to work
5 by US Airways.

6 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
7 agreement between US Airways and my union. I am aware that the collective bargaining
8 agreement contains provisions governing shift trades, including restrictions on how far in advance
9 shift trades must be submitted and that hours worked as a result of voluntary shift trades will be
10 paid at my regular rate of pay.

11 6. Managers are not involved in approving shift trades. Rather, shift trades are
12 effected through an electronic system called "Workbrain." Agents log-in to Workbrain using a
13 unique user name and password and either post shifts that they would like to drop or sign-up to
14 take shifts that others have indicated they wish to drop.

15 7. I understand that when I trade shifts with a fellow employee using the Workbrain
16 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
17 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
18 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
19 trade.

20 8. I have never been forced or pressured by US Airways in any way to work a shift
21 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
22 to work more or less shifts than originally scheduled.

23 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
24 me to spend more time on personal pursuits, such as doing home improvements and spending
25 time with my family. Shift-trades allow me greater flexibility to make my own schedule, but,
26 overall, I do not work substantially more hours because of shift-trades. If US Airways stopped
27

1 allowing employees to trade shifts, I would have far less flexibility in my schedule and this would
2 make it much more difficult for me to take on personal home improvement projects and to
3 maximize the time I spend with my family. I do not support a lawsuit that challenges the shift-
4 trade policy.

5 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
6 agents use trades to balance other employment or to create a flexible schedule for other, personal
7 reasons, such as taking extended vacations or spending more time with family.

8 11. Throughout my employment with US Airways, I have been provided a printed
9 wage statement on a biweekly basis.

10 12. On each wage statement, I understand the way my pay is calculated. I believe that
11 the information on my wage statements is an accurate reflection of the number of hours I worked.
12 I have not noticed any discrepancies or errors on my wage statements.

13 13. If I noticed any errors on my wage statement, I would discuss these with Tammy
14 Andersen, the Workbrain Timekeeper at San Jose International Airport.

15 14. On occasion, I have worked overtime hours at US Airways' request, for example,
16 due to a flight delay that extended my scheduled shift. When I worked more than 8 hours a day
17 or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all
18 such hours worked.

19 15. I have not incurred any work-related expenses during my employment as a Fleet
20 Service Agent at US Airways.

21 16. I have never been forced or pressured in any way by US Airways to use my
22 personal cellular phone for work-related purposes while on the clock. There are no occasions
23 where I would need to use my personal cellular phone for work-related purposes while on the
24 clock. I have never used my personal cellular phone for work-related purposes while on the
25 clock.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

EXECUTED this 7th day of Aug at SANTA CLARA County

Ronald Bene

RONALD BENNETT

EXHIBIT 8

KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION

DECLARATION OF ROSA BERNAL

I, Rosa Bernal, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Francisco International Airport as a Fleet Service Agent, and have held that position with US Airways or its corporate predecessors since 2007. I previously worked at Oakland International Airport and San Diego International Airport.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 6

DECLARATION OF ROSA BERNAL

1 hours per shift by US Airways. Frequently, I voluntarily shift trade or shift swap with other Fleet
2 Service Agents. This means that either another Agent works one of the shifts US Airways
3 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
4 a result, I may have worked more or less hours in a week than I was originally scheduled to work
5 by US Airways.

6 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
7 agreement between US Airways and my union. I am aware that the collective bargaining
8 agreement contains provisions governing shift trades, including restrictions on how far in advance
9 shift trades must be submitted and that hours worked as a result of voluntary shift trades will be
10 paid at my regular rate of pay.

11 6. Managers are not involved in approving shift trades. Rather, shift trades are
12 effected through an electronic system called "Workbrain." Agents log-in to Workbrain using a
13 unique user name and password and either post shifts that they would like to drop or sign-up to
14 take shifts that others have indicated they wish to drop.

15 7. I understand that when I trade shifts with a fellow employee using the Workbrain
16 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
17 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
18 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
19 trade.

20 8. I have never been forced or pressured by US Airways in any way to work a shift
21 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
22 to work more or less shifts than originally scheduled.

23 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
24 me to spend more time on personal pursuits, such as traveling for personal enjoyment and to visit
25 family living abroad in Mexico. Shift-trades also allow me to work more hours and work
26 additional income. If US Airways stopped allowing employees to trade shifts, I would have far
27

1 less flexibility in my schedule and this would make it much more difficult for me to travel.
2 Additionally, if US Airways stopped allowing employees to trade shifts, I would have to take
3 another job to supplement my income. I do not support a lawsuit that challenges the shift-trade
4 policy.

5 10. In my experience shift-trades are very popular among Fleet Service Agents.
6 Eliminating shift trades would affect every one of us and would make it difficult for some people
7 to keep their jobs. Many agents use trades to balance other employment or to create a flexible
8 schedule for other personal reasons.

9 11. Throughout my employment with US Airways, I have been provided a wage
10 statement on a biweekly basis.

11 12. On each wage statement, I understand the way my pay is calculated. I believe that
12 the information on my wage statements is an accurate reflection of the number of hours I worked.
13 I have not noticed any discrepancies or errors on my wage statements.

14 13. If I noticed any errors on my wage statement, I would discuss these with Nathalie
15 Obregon, the Workbrain Timekeeper at San Francisco International Airport.

16 14. On occasion, I have worked overtime hours at US Airways' request, for example,
17 if someone has called in sick. When I worked more than 8 hours a day or 40 hours in a week, all
18 at US Airways' request, I was paid at the rate of time and a half for all such hours worked.

19 15. I have not incurred any work-related expenses during my employment as a Fleet
20 Service Agent at US Airways.

21 16. I have never been forced or pressured in any way by US Airways to use my
22 personal cellular phone for work-related purposes while on the clock.

23 17. I have an unlimited minutes plan on my cellular phone. It is difficult to exceed the
24 minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have
25 exceeded the minutes allowed under my plan.

1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

3
4
5 **EXECUTED** this 28 day of Aug /2013 at San Mateo County.

6
7
8 

9 ROSA BERNAL

EXHIBIT 9

KOHSWEENEY DECLARATION IN
SUPPORT OF MOTION TO DENY
CLASS CERTIFICATION

DECLARATION OF ALFRED BEYAN

I, Alfred Beyan, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at Los Angeles International Airport as a Fleet Service Agent, and have held that position with US Airways or one of its corporate predecessors since 2001.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning luggage carts around the ramp, and driving tugs towing baggage carts. I work full-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 8 hours per shift by US Airways. Most weeks, I voluntarily shift trade or shift swap with other Fleet Service

DECLARATION OF ALFRED BEYAN

USAIR0000930

1 Agents. This means that either another Agent works one of the shifts US Airways scheduled me
2 to work or that I work a shift that US Airways scheduled another agent to work. As a result, I
3 may have worked more or less hours in a week than I was originally scheduled to work by US
4 Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. I am aware that the collective bargaining
7 agreement contains provisions governing shift trades, including restrictions on how far in advance
8 shift trades must be submitted, the maximum number of shifts that may be dropped in a quarter,
9 and that hours worked as a result of voluntary shift trades will be paid at my regular rate of pay.

10 6. Managers are generally not involved in approving shift trades. Rather, shift trades
11 are effected through an electronic system called "Workbrain." Agents log-in to Workbrain using
12 a unique user name and password and either post shifts that they would like to drop or sign-up to
13 take shifts that others have indicated they wish to drop. In very rare circumstances, a manager
14 may approve a shift trade that is not submitted 24 hours in advance, if there is a good reason why
15 the shift trade could not be submitted within the time limits set out in the collective bargaining
16 agreement.

17 7. I understand that when I trade shifts with a fellow employee using the Workbrain
18 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
19 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
20 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
21 trade.

22 8. I have never been forced or pressured by US Airways in any way to work a shift
23 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
24 to work more or less shifts than originally scheduled.

25 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
26 me to spend more time on personal pursuits, such as attending religious services every Sunday,

1 extending vacations, taking advantage of the flight privileges afforded to me by US Airways, and
2 being involved in community events. Shift-trades allow me greater flexibility to make my own
3 schedule, but, overall, I do not work substantially more hours because of shift-trades. If US
4 Airways stopped allowing employees to trade shifts, I would have far less flexibility in my
5 schedule and this would make it much more difficult for me to attend religious services on
6 Sundays, to continue my involvement in community activities, or to visit my family in Africa. I
7 do not support a lawsuit that challenges the shift-trade policy.

8 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
9 agents use trades to balance other employment or to create a flexible schedule for other, personal
10 reasons, such as taking extended vacation, taking advantage of travel privileges, spending more
11 time with family, and taking care of their children. I believe that if shift trades were eliminated, it
12 would negatively affect the moral of Fleet Service Agents as a group.

13 11. Throughout my employment with US Airways, I have been provided a wage
14 statement on a biweekly basis.

15 12. On each wage statement, I understand the way my pay is calculated. I believe that
16 the information on my wage statements is an accurate reflection of the number of hours I worked.
17 If I noticed any errors on my wage statement, I would again discuss these with Paul Colbert.

18 13. I generally review my hours worked on Workbrain in advance of receiving my
19 pay. Occasionally, I have noticed errors in the way my hours have been recorded and I have
20 brought the issue to the attention of Paul Colbert, the Workbrain Timekeeper at Los Angeles
21 International Airport. After doing so, the issue was promptly corrected and I was paid for all time
22 worked.

23 14. On occasion, I have worked overtime hours at US Airways' request, for example,
24 due to other Flight Service Agents being on vacation or calling-in sick, or increased flights as a
25 result of the particular season. When I worked more than 8 hours a day or 40 hours in a week, all
26 at US Airways' request, I was paid at the rate of time and a half for all such hours worked.

17. US Airways strictly prohibits Fleet Service Agents from using their personal cellphones while “on the ramp.” In fact, when managers witness Fleet Service Agents violating this rule, the manager will issue the Fleet Service Agent an Employee Safety Observation notice (ESON). I’m aware of a lot of other Fleet Service Agents receiving ESONs for violating US Airway’s policy prohibiting cellphone use.

18. It is difficult to exceed the minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

EXECUTED this 9 day of September at Los Angeles County.


ALFRED BEYAN

EXHIBIT 10

KOHSWEENEY DECLARATION IN SUPPORT OF MOTION TO DENY CLASS CERTIFICATION

DECLARATION OF GLEN BROWN

I, Glen Brown, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at Ontario International Airport as a Fleet Service Agent, and have held that position with US Airways or one of its corporate predecessors since 1993. I previously worked at Los Angeles International Airport in Los Angeles, California.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work full-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 8

DECLARATION OF GLEN BROWN

USAIR0000934

1 hours per shift by US Airways. Occasionally, I voluntarily shift trade or shift swap with other
2 Fleet Service Agents. This means that either another Agent works one of the shifts US Airways
3 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
4 a result, I may have worked more or less hours in a week than I was originally scheduled to work
5 by US Airways.

6 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
7 agreement between US Airways and my union. I am aware that the collective bargaining
8 agreement contains provisions governing shift trades, including restrictions on how far in advance
9 shift trades must be submitted and that hours worked as a result of voluntary shift trades will be
10 paid at my regular rate of pay.

11 6. Managers are generally not involved in approving shift trades. Rather, shift trades
12 are effected through an electronic system called "Workbrain." Agents log-in to Workbrain using
13 a unique user name and password and either post shifts that they would like to drop or sign-up to
14 take shifts that others have indicated they wish to drop.

15 7. I understand that when I trade shifts with a fellow employee using the Workbrain
16 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
17 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
18 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
19 trade.

20 8. I have never been forced or pressured by US Airways in any way to work a shift
21 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
22 to work more or less shifts than originally scheduled.

23 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
24 me to spend more time on personal pursuits, such as attending my children's tennis tournaments
25 on the weekends or attending religious services on Sundays. Shift-trades allow me greater
26 flexibility to make my own schedule, but, overall, I do not work substantially more hours because
27

1 of shift-trades. If US Airways stopped allowing employees to trade shifts, I would have far less
2 flexibility in my schedule and this would make it much more difficult for me to attend my
3 children's sporting events. I do not support a lawsuit that challenges the shift-trade policy.

4 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
5 agents use trades to balance other employment or to create a flexible schedule for other, personal
6 reasons, such as taking extended vacations or spending more time with family. If shift-trades
7 were eliminated, it would be horrible, because the shift-trade policy is one of best perks of
8 working at US Airways.

9 11. Throughout my employment with US Airways, I have been provided a wage
10 statement on a biweekly basis.

11 12. On each wage statement, I understand the way my pay is calculated. On one
12 occasion, I noticed a discrepancy on my wage statement. In that instance, I notified my Station
13 Manager, Sherrie Cairns. Upon doing so, she promptly corrected the mistake. As a result, I have
14 been accurately paid for all hours worked.

15 13. If I notice any errors on my wage statement in the future, I would discuss these
16 again with Sherrie Cairns.

17 14. On occasion, I have worked overtime hours at US Airways' request, for example,
18 due to a flight delay that extended my scheduled shift or other Fleet Service Agents having jury
19 duty or being sick. When I worked more than 8 hours a day or 40 hours in a week, all at US
20 Airways' request, I was paid at the rate of time and a half for all such hours worked.

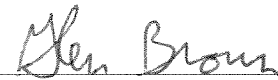
21 15. I have not incurred any work-related expenses during my employment as a Fleet
22 Service Agent at US Airways.

23 16. I have never been forced or pressured in any way by US Airways to use my
24 personal cellular phone for work-related purposes while on the clock.

25 17. It is difficult to exceed the minutes allowed by my personal cellular phone plan,
26 and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

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2 I declare under penalty of perjury under the laws of the State of California that the
3 foregoing is true and correct.
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6 **EXECUTED** this 17 day of September 2013 at San Bernardino County.
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10 Glen Brown
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EXHIBIT 11

KOHSWEENEY DECLARATION IN SUPPORT OF MOTION TO DENY CLASS CERTIFICATION

DECLARATION OF JULIO CALVILLO

I, Julio Calvillo, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Diego International Airport as a Fleet Service Agent, and have held that position with US Airways or one of its corporate predecessors since 2000.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work full-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 8 hours per shift by US Airways. Frequently, I voluntarily shift trade or shift swap with other Fleet

DECLARATION OF JULIO CALVILLO

USAIR0000938

1 Service Agents. This means that either another Agent works one of the shifts US Airways
2 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
3 a result, I may have worked more or less hours in a week than I was originally scheduled to work
4 by US Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. I am aware that the collective bargaining
7 agreement contains provisions governing shift trades, including that hours worked as a result of
8 voluntary shift trades will be paid at my regular rate of pay.

9 6. In my experience, managers are generally not involved in approving shift trades.
10 Rather, shift trades are effected through an electronic system called "Workbrain." Agents log-in
11 to Workbrain using a unique user name and password and either post shifts that they would like to
12 drop or sign-up to take shifts that others have indicated they wish to drop.

13 7. I understand that when I trade shifts with a fellow employee using the Workbrain
14 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
15 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
16 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
17 trade.

18 8. I have never been forced or pressured by US Airways in any way to work a shift
19 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
20 to work more or less shifts than originally scheduled.

21 9. I very much enjoy being able to trade shifts with Fleet Service Agents. Trading
22 shifts allows me to arrange my schedule in order to spend more time with family and to take
23 advantage of the travel privileges provided to me by US Airways. In fact, I have used shift-trades
24 to extended trips all over the world and the United States, including, most recently, Italy, the
25 Philippines, and Israel. I also use shift-trades to take extended trips to Mexico about four to five
26 times a year to visit my family. In addition, because I am regularly scheduled to work weekends,
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1 I use shift-trades to drop my weekend shifts to attend weekend events like my daughter's swim
2 meets. Shift-trades allow me greater flexibility to make my own schedule, but, overall, I do not
3 work substantially more hours because of shift-trades. If US Airways stopped allowing
4 employees to trade shifts, I would have far less flexibility in my schedule and this would make it
5 much more difficult for me to travel throughout the world and to maximize the time I spend with
6 my family. The travel privileges provided by US Airways are an important reason why I enjoy
7 this job and these privileges would be far more difficult to use absent shift-trades. I do not
8 support a lawsuit that challenges the shift-trade policy.

9 10. In my experience shift-trades are extremely popular among Fleet Service Agents.
10 Many agents use trades to balance other employment or to create a flexible schedule for other,
11 personal reasons, such as taking extended vacations or spending more time with family. Many
12 part-time Fleet Service Agents use shift-trades to earn additional income by picking up shifts.
13 Fleet Service Agents, including me, use shift-trades to minimize the amount of times that they
14 commute to the airport.

15 11. Throughout my employment with US Airways, I have been provided a wage
16 statement on a biweekly basis, which I review each pay period.

17 12. On each wage statement, I understand the way my pay is calculated. I believe that
18 the information on my wage statements is an accurate reflection of the number of hours I worked.
19 In addition to regularly reviewing my wage statement, I regularly review my hours worked as
20 recorded on Workbrain. On a couple of rare occasions, there have been discrepancies between
21 the hours I actually worked and those recorded on Workbrain or on my wage statement; but in
22 those instances, I have spoken with Kyle Benton, my shift supervisor at San Diego International
23 Airport and Mr. Benton has promptly fixed the discrepenacy. As a result, I believe that I have
24 been accurately paid for all hours worked.

25 13. If I notice any errors on my wage statement in the future, I would again discuss
26 these with Kyle Benton.

14. On occasion, I have worked overtime hours at US Airways' request, for example, due to other employees being sick or being on vacation, or when US Airways needs additional Fleet Service Agents to work a charter flight that is not a part of the regular flight schedule. When I worked more than 8 hours a day or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all such hours worked.

15. I have not incurred any work-related expenses during my employment as a Fleet Service Agent at US Airways. And if I did, I would speak with my shift supervisor, Kyle Benton, to be reimbursed.

16. I have never been forced or pressured in any way by US Airways to use my personal cellular phone for work-related purposes while on the clock. In fact, US Airways strictly prohibits Fleet Service Agents from using their personal cellphones while on the ramp. There are no occasions where I would need to use my personal cellular phone for work-related purposes while on the clock. I have never used my personal cellular phone for work-related purposes while on the clock.

17. It is difficult to exceed the minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

EXECUTED this 26 day of September, 2013 at San Diego County.

Julio S. Calvillo
JULIO CALVILLO

- 4 -

DECLARATION OF JULIO CALVILLO

EXHIBIT 12

KOHSWEENEY DECLARATION IN SUPPORT OF MOTION TO DENY CLASS CERTIFICATION

DECLARATION OF JOSE CARMONA

I, Jose Carmona, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at Los Angeles International Airport as a Fleet Service Agent, and have held that position with US Airways or one its corporate predecessors since 2006.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 3 hours and 45 minutes per shift by US Airways. Every week, I voluntarily shift trade or shift swap

DECLARATION OF JOSE CARMONA

1 with other Fleet Service Agents. This means that either another Agent works one of the shifts US
2 Airways scheduled me to work or that I work a shift that US Airways scheduled another agent to
3 work. As a result, I may have worked more or less hours in a week than I was originally
4 scheduled to work by US Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. I am aware that the collective bargaining
7 agreement contains provisions governing shift trades, including that hours worked as a result of
8 voluntary shift trades will be paid at my regular rate of pay.

9 6. Managers are not involved in approving shift trades. Rather, shift trades are
10 effected through an electronic system called "Workbrain." Agents log-in to Workbrain using a
11 unique user name and password and either post shifts that they would like to drop or sign-up to
12 take shifts that others have indicated they wish to drop.

13 7. I understand that when I trade shifts with a fellow employee using the Workbrain
14 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
15 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
16 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
17 trade.

18 8. I have never been forced or pressured by US Airways in any way to work a shift
19 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
20 to work more or less shifts than originally scheduled.

21 9. I like being able to trade shifts with Fleet Service Agents. Because I work part-
22 time, trading shifts allows me to pick up additional shifts and earn more money. I also use shift-
23 trades to extend vacations. If US Airways stopped allowing employees to trade shifts, I would
24 have far less flexibility in my schedule and this would make it much more difficult for me to get
25 the extra hours to increase my income, which is very important to me. I do not support a lawsuit
26 that challenges the shift-trade policy.

10. In my experience shift-trades are very popular among Fleet Service Agents. Many agents use trades to balance other employment or to create a flexible schedule for other, personal reasons, such as taking extended vacations, extending weekends or spending more time with family.

11. Throughout my employment with US Airways, I have been provided a wage statement on a biweekly basis.

12. On each wage statement, I understand the way my pay is calculated. I believe that the information on my wage statements is an accurate reflection of the number of hours I worked. I have not noticed any discrepancies or errors on my wage statements.

13. If I noticed any errors on my wage statement or if I ever had any questions about my wage statement, I would discuss these with my shift manager or Paul Colbert, the Workbrain Timekeeper at Los Angeles International Airport.

14. On occasion, I have worked overtime hours at US Airways' request, for example, due to flight delays from the East Coast that extended my scheduled shift. When I worked more than 8 hours a day or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all such hours worked.

15. I have not incurred any work-related expenses during my employment as a Fleet Service Agent at US Airways.

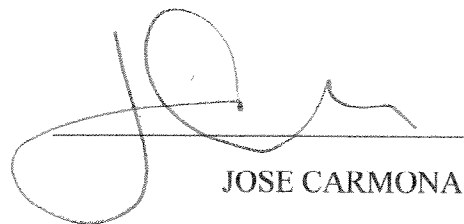
16. US Airways strictly prohibits Fleet Service Agents from using their personal cellphones while “on the ramp.” In fact, when managers witness Fleet Service Agents violating this rule, the manager will issue the Fleet Service Agent an Employee Safety Observation notice (ESON). I’m aware of other Fleet Service Agents receiving ESONs for violating US Airway’s policy prohibiting cellphone use.

17. It is difficult to exceed the minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

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5 EXECUTED this 9 day of September at Los Angeles.

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JOSE CARMONA

- 4 -

DECLARATION OF JOSE CARMONA

USAIR0000945

EXHIBIT 13

KOHSWEENEY DECLARATION IN SUPPORT OF MOTION TO DENY CLASS CERTIFICATION

DECLARATION OF IAN DAVIES

I, Ian Davies, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Francisco International Airport as a Lead Fleet Service Agent, and have held that position with US Airways or its corporate predecessors since approximately 2002. Prior to that, I was employed by US Airways or its corporate predecessors as a Fleet Service Agents, since 1977.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Lead Fleet Service Agent, I am responsible I am responsible training and overseeing teams of Fleet Service Agents, scanning and moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, break-riding aircraft while being towed, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work full-time and am paid on an hourly basis.

DECLARATION OF IAN DAVIES

1 US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am
2 typically scheduled to work 5 days per week and 8 hours per shift by US Airways. I used to
3 voluntarily shift trade or shift swap with other Fleet Service Agents frequently, but I now do so
4 only occasionally. When I do shift trade, this means that either another Agent works one of the
5 shifts US Airways scheduled me to work or that I work a shift that US Airways scheduled another
6 agent to work. As a result, I may have worked more or less hours in a week than I was originally
7 scheduled to work by US Airways.

8 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
9 agreement between US Airways and my union. I am aware that the collective bargaining
10 agreement contains provisions governing shift trades, including that hours worked as a result of
11 voluntary shift trades will be paid at my regular rate of pay, and restrictions on how far in
12 advance shift trades must be submitted.

13 6. Managers are not involved in approving shift trades. Rather, shift trades are
14 effected through an electronic system called "Workbrain." Agents log-in to Workbrain using a
15 unique user name and password and either post shifts that they would like to drop or sign-up to
16 take shifts that others have indicated they wish to drop.

17 7. I understand that when I trade shifts with a fellow employee using the Workbrain
18 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
19 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
20 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
21 trade.

22 8. I have never been forced or pressured by US Airways in any way to work a shift
23 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
24 to work more or less shifts than originally scheduled.

25 9. I like being able to trade shifts with Fleet Service Agents. I used to trade shifts
26 fairly frequently. Now I trade shifts occasionally. Trading shifts has allowed me to spend more
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1 time on personal pursuits, such as spending time with my family, attending my children's soccer
2 games, traveling, or just enjoying time off. Shift-trades allow me greater flexibility to make my
3 own schedule, but, overall, I do not work substantially more hours because of shift-trades. If US
4 Airways stopped allowing employees to trade shifts, I would have far less flexibility in my
5 schedule. Even though I do not use shift-trades very often now, I would be devastated if they
6 were taken away. Shift-trades were one of the reasons I first took this job, and they are one of the
7 most attractive aspects of the job. I do not support a lawsuit that challenges the shift-trade policy.

8 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
9 agents use trades to balance other employment or to create a flexible schedule for other, personal
10 reasons, such as minimizing the number of days they need to commute into work, taking extended
11 vacations or spending more time with family.

12 11. Throughout my employment with US Airways, I have been provided a printed
13 wage statement on a biweekly basis.

14 12. On each wage statement, I understand the way my pay is calculated. I believe that
15 the information on my wage statements is an accurate reflection of the number of hours I worked.
16 I have noticed any discrepancies or errors on my wage statements.

17 13. On occasion, I have noticed a discrepancy in my wage statement. On those
18 occasions, I have spoken with the Workbrain Timekeeper at San Francisco International Airport,
19 Natalie Obregon, or the shift manager, Sonya Kullar, and they have resolved the discrepancy and
20 I have been paid for all time worked.

21 14. On occasion, I have worked overtime hours at US Airways' request, for example,
22 due to a flight delay that extended my scheduled shift. When I worked more than 8 hours a day
23 or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all
24 such hours worked.

25 15. I have not incurred any work-related expenses during my employment as a Fleet
26 Service Agent at US Airways.

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EXHIBIT 14

KOHSWEENEY DECLARATION IN SUPPORT OF MOTION TO DENY CLASS CERTIFICATION

DECLARATION OF EDGARDO DEL MUNDO

I, Edgardo Del Mundo, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Jose International Airport as a Fleet Service Agent, and have held that position with US Airways or one of its corporate predecessors since 1997.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek, or more than 8 hours are worked in a workday, as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part-time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 4.5 hours per shift by US Airways. Almost weekly, I voluntarily shift trade or shift swap with other

DECLARATION OF EDGARDO DEL MUNDO

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1 Fleet Service Agents. This means that either another Agent works one of the shifts US Airways
2 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
3 a result, I may have worked more or less hours in a week than I was originally scheduled to work
4 by US Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. Though I am not very familiar with the
7 provisions of the collective bargaining agreement, I am aware that hours worked as a result of
8 voluntary shift trades will be paid at my regular rate of pay.

9 6. In my experience, managers are not involved in approving shift trades. Rather,
10 shift trades are effected through an electronic system called "Workbrain." Agents log-in to
11 Workbrain using a unique user name and password and either post shifts that they would like to
12 drop or sign-up to take shifts that others have indicated they wish to drop.

13 7. I understand that when I trade shifts with a fellow employee using the Workbrain
14 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
15 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
16 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
17 trade.

18 8. I have never been forced or pressured by US Airways in any way to work a shift
19 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
20 to work more or less shifts than originally scheduled.

21 9. I like being able to trade shifts with Fleet Service Agents. Trading shifts allows
22 me flexibility to schedule doctor's appointments for myself and my children because I can easily
23 drop a shift that will be picked up by another agent in order to get time off to attend such
24 appointments. In addition, shift trades make it much easier for me to use the travel privileges
25 provided to me by US Airways, which I use to travel to visit my family in the Philippines or to
26 vacation elsewhere with my family. Until I retired last year, I also worked at the United States
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1 Post Office and used shift trades to balance that job with my job as a US Airways Fleet Service
2 Agent. Shift-trades allow me greater flexibility to make my own schedule, but, overall, I do not
3 work substantially more hours because of shift-trades. If US Airways stopped allowing
4 employees to trade shifts, I would be very upset. I would have far less flexibility in my schedule
5 and this would make it much more difficult for me to make personal appointments and to
6 vacation with my family and spend time with family members who live far away in the
7 Philippines. I do not support a lawsuit that challenges the shift-trade policy.

8 10. In my experience shift-trades are very popular among Fleet Service Agents. Many
9 agents use trades to balance other employment or to create a flexible schedule for other, personal
10 reasons, such as taking extended vacations or spending more time with family. I believe that
11 many Fleet Service Agents would be upset if US Airways stopped allowing shift-trades and,
12 without shift trades, it would be difficult for some of them to keep this job.

13 11. Throughout my employment with US Airways, I have been provided a wage
14 statement on a biweekly basis. While I do not regularly review my wage statement, I do
15 occasionally review my hours worked as recorded in Workbrain. I have not noticed any
16 discrepancies in my hours as recorded in Workbrain and I believe that I have been paid accurately
17 for all time worked.

18 12. If I noticed any errors on my wage statement or with respect to my hours as
19 recorded in Workbrain in the future, I would discuss these with Tammy Andersen, the Workbrain
20 Timekeeper at San Jose International Airport.

21 13. On occasion, I have worked overtime hours at US Airways' request, for example,
22 due to mechanical problems with a plane that delayed a flight. When I worked more than 8 hours
23 a day or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half
24 for all such hours worked.

25 14. I have not incurred any work-related expenses during my employment as a Fleet
26 Service Agent at US Airways.

16. It is difficult to exceed the minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.


EDGARDO DEL MUNDO

EXHIBIT 15

KOHSWEENEY DECLARATION IN SUPPORT OF MOTION TO DENY CLASS CERTIFICATION

DECLARATION OF ARMANDO DEL PIELAGO

I, Armando Del Pielago, declare and state as follows:

1. If called upon to testify, I could and would testify competently to the following facts that are within my personal knowledge.

2. I am currently employed by US Airways, Inc. ("US Airways") at San Jose International Airport as a Fleet Service Agent, and have held that position since 2008. I was furloughed in February 2010 and was recalled in 2013.

3. I understand that I am providing this statement in connection with a pending lawsuit that was filed by former Fleet Service Agents at US Airways. I understand that the agents who filed the lawsuit allege that US Airways Fleet Service Agents working in California should receive, among other things, back wages at the rate of one-and-one-half times the Fleet Service Agents' regular rate of pay when more than 40 hours are worked in a workweek as a result of voluntary "shift-trades" or "shift swaps," and expense reimbursements for usage of personal cellular phones for work-related purposes. It has been explained to me that if these individuals are allowed to represent other Fleet Service Agents, I may be allowed to participate in the lawsuit and may be awarded money if the case is successful. US Airways' lawyers have told me that they may use the facts I provide to defend US Airways in this litigation, and to defeat the claims described to me. Knowing all this, I indicated that I was willing to share my experiences and declare to their truth in this document.

4. As a Fleet Service Agent, I am responsible for moving baggage and cargo, driving and operating belt loaders, servicing aircraft at gates with power and air conditioning, towing and pushback of aircraft from gates, servicing aircraft lavatories and water ports, cleaning aircraft, positioning beverage and luggage carts around the ramp, and driving tugs towing baggage carts. I work part time and am paid on an hourly basis. US Airways establishes a weekly schedule that I bid for, and pursuant to this process I am typically scheduled to work 5 days per week and 4 hours per shift by US Airways. Frequently, I voluntarily shift trade or shift swap with other Fleet

DECLARATION OF ARMANDO DEL PIELAGO

1 Service Agents. This means that either another Agent works one of the shifts US Airways
2 scheduled me to work or that I work a shift that US Airways scheduled another agent to work. As
3 a result, I may have worked more or less hours in a week than I was originally scheduled to work
4 by US Airways.

5 5. As a Fleet Service Agent, my employment is governed by a collective bargaining
6 agreement between US Airways and my union. I am aware that the collective bargaining
7 agreement contains provisions governing shift trades, including that hours worked as a result of
8 voluntary shift trades will be paid at my regular rate of pay and that I may only drop up to twenty
9 six (26) regularly-scheduled shifts per calendar quarter.

10 6. Managers are not involved in approving shift trades. Rather, shift trades are
11 effected through an electronic system called "Workbrain." Agents log-in to Workbrain using a
12 unique user name and password and either post shifts that they would like to drop or sign-up to
13 take shifts that others have indicated they wish to drop.

14 7. I understand that when I trade shifts with a fellow employee using the Workbrain
15 system that I voluntarily agree to either drop one of the shifts US Airways scheduled me to work,
16 or to pick-up a shift US Airways had scheduled another employee to work. On the occasions that
17 I have worked a shift-trade, I have been paid fully for the hours I worked pursuant to that shift
18 trade.

19 8. I have never been forced or pressured by US Airways in any way to work a shift
20 under the general shift-trades policies. It is entirely up to me whether I use the shift-trade process
21 to work more or less shifts than originally scheduled.

22 9. I like being able to trade shifts with other Fleet Service Agents. Shift-trades allow
23 me greater flexibility to adjust my own schedule, but, overall, I do not work substantially more
24 hours because of shift-trades. In fact, I work substantially less hours than my regularly scheduled
25 hours as a result of shift trades. Trading shifts allows me to work a minimal number of hours in
26 my part-time position as a Fleet Service Agent. This in turn allows me to balance my workload at
27

1 my full-time job, which is not with US Airways. So long as I fulfill the minimum requirements
2 of my part-time position as a Fleet Service Agent, I am able to take advantage of flight privileges
3 provided to me by US Airways. These flight privileges are very important to me, as they allow
4 me to visit my family who live across the country, on the East Coast. If US Airways stopped
5 allowing employees to trade shifts, I would unlikely be able to keep my job at US Airways
6 because I need the flexibility provided by the shift trade policy to balance my workload at my
7 full-time job. In addition to losing the extra pay I receive through my part-time employment as a
8 Fleet Service Agent, I would also lose my flight privileges and the ability to visit my family
9 regularly. I do not support a lawsuit that challenges the shift-trade policy.

10 10. In my experience shift-trades are extremely popular among Fleet Service Agents.
11 Many agents use trades to balance other employment or to create a flexible schedule for other,
12 personal reasons, such as taking extended vacations or spending more time with family.

13 11. Throughout my employment with US Airways, I have been provided a printed
14 wage statement on a biweekly basis.

15 12. On each wage statement, I understand the way my pay is calculated. I believe that
16 the information on my wage statements is an accurate reflection of the number of hours I worked.
17 I have not noticed any discrepancies or errors on my wage statements.

18 13. If I noticed any errors on my wage statement, I would discuss these with Tammy
19 Andersen, the Workbrain Timekeeper at San Jose International Airport.

20 14. On occasion, I have worked overtime hours at US Airways' request, for example,
21 due to a flight delay that extended my scheduled shift. When I worked more than 8 hours a day
22 or 40 hours in a week, all at US Airways' request, I was paid at the rate of time and a half for all
23 such hours worked.

24 15. I have not incurred any work-related expenses during my employment as a Fleet
25 Service Agent at US Airways.

17. I have never been forced or pressured in any way by US Airways to use my personal cellular phone for work-related purposes while on the clock. There are no occasions where I would need to use my personal cellular phone for work-related purposes while on the clock. I have never used my personal cellular phone for work-related purposes while on the clock.

18. It is difficult to exceed the minutes allowed by my personal cellular phone plan, and I cannot recall an occasion when I have exceeded the minutes allowed under my plan.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Amber G. A. Wells

ARMANDO DEL PIELAGO